

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
 MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
 NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
 1 SEPTEMBER 2007 TO 31 AUGUST 2008**

| 4. WAGES | | | | | | |
|---|---|-------------------------------|---|---|-----------------------|------------------------------|
| (1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows: | | | | | | |
| Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement) | | | | | | |
| ▼ | | | | | | |
| | | Wage per week as at 31-Aug-06 | Across the Board Increase 5.37% (rounded) | Wage per week from 01-Sep-07 (excl allow) | Plus "2001 Allowance" | Wage per week from 01-Sep-07 |
| | | R | R | R | R | R |
| Part A - Cutting Department | | | | | | |
| Head Cutter | | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| Pattern Maker: | | | | | | |
| (a) | Qualified | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 597.50 | 32.00 | 629.50 | 5.86 | 635.36 |
| | Second six months of experience | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| | Second year | | | | | |
| | First six months of experience | 722.00 | 39.00 | 761.00 | 7.04 | 768.04 |
| | Second six months of experience | 788.50 | 42.50 | 831.00 | 7.67 | 838.67 |
| | Third year | | | | | |
| | First six months of experience | 859.50 | 46.00 | 905.50 | 8.34 | 913.84 |
| | Second six months of experience | 928.00 | 50.00 | 978.00 | 8.99 | 986.99 |
| | Thereafter, the wage specified in (a), i.e. | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| Pattern Grader | | | | | | |
| (a) | Qualified | 861.00 | 46.00 | 907.00 | 8.35 | 915.35 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 562.50 | 30.00 | 592.50 | 5.52 | 598.02 |
| | Second six months of experience | 597.50 | 32.00 | 629.50 | 5.86 | 635.36 |
| | Second year | | | | | |
| | First six months of experience | 633.00 | 34.00 | 667.00 | 6.20 | 673.20 |
| | Second six months of experience | 678.00 | 36.50 | 714.50 | 6.62 | 721.12 |
| | Third year | | | | | |
| | First six months of experience | 722.00 | 39.00 | 761.00 | 7.04 | 768.04 |
| | Second six months of experience | 768.50 | 41.50 | 810.00 | 7.48 | 817.48 |
| | Thereafter, the wage specified in (a), i.e. | 861.00 | 46.00 | 907.00 | 8.35 | 915.35 |
| Cutter, lay-maker: | | | | | | |
| (a) | Qualified | 830.00 | 44.50 | 874.50 | 8.07 | 882.57 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 504.50 | 27.00 | 531.50 | 4.98 | 536.48 |
| | Second six months of experience | 555.00 | 30.00 | 585.00 | 5.46 | 590.46 |
| | Second year | | | | | |
| | First six months of experience | 605.50 | 32.50 | 638.00 | 5.94 | 643.94 |
| | Second six months of experience | 662.50 | 35.50 | 698.00 | 6.48 | 704.48 |
| | Third year | | | | | |
| | First six months of experience | 726.50 | 39.00 | 765.50 | 7.09 | 772.59 |
| | Thereafter, the wage specified in (a), i.e. | 830.00 | 44.50 | 874.50 | 8.07 | 882.57 |
| Interlining cutter, trimmer, leather cutter and tie cutter | | | | | | |
| (a) | Qualified | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| (b) | Learner | | | | | |

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2007 TO 31 AUGUST 2008

| | | Wage per week as at 31-Aug-06 | Across the Board Increase 5.37% (rounded) | Wage per week from 01-Sep-07 (excl allow) | Plus "2001 Allowance" | Wage per week from 01-Sep-07 |
|--|---------------------------------|-------------------------------------|--|--|--------------------------|---------------------------------------|
| | | R | R | R | R | R |
| | First year | | | | | |
| | First six months of experience | 449.50 | 24.00 | 473.50 | 4.46 | 477.96 |
| | Second six months of experience | 476.00 | 25.50 | 501.50 | 4.71 | 506.21 |
| | Second year | | | | | |
| | First six months of experience | 501.00 | 27.00 | 528.00 | 4.95 | 532.95 |
| | Second six months of experience | 527.50 | 28.50 | 556.00 | 5.20 | 561.20 |

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2007 TO 31 AUGUST 2008

| | | Wage per week as at 31-Aug-06 | Across the Board Increase 5.37% (rounded) | Wage per week from 01-Sep-07 (excl allow) | Plus "2001 Allowance" | Wage per week from 01-Sep-07 |
|------------------------------------|---|-------------------------------------|--|--|--------------------------|---------------------------------------|
| | | R | R | R | R | R |
| | Third year | | | | | |
| | First six months of experience | 553.50 | 29.50 | 583.00 | 5.44 | 588.44 |
| | Thereafter, the wage specified in (a), i.e. | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| (c) | If advanced to learner cutter: | | | | | |
| | First six months from date of advancement | 648.50 | 35.00 | 683.50 | 6.34 | 689.84 |
| | Second six months from date of advancement | 726.50 | 39.00 | 765.50 | 7.09 | 772.59 |
| | Thereafter, the wage specified for a qualified cutter, i.e. | 830.00 | 44.50 | 874.50 | 8.07 | 882.57 |
| Layer-up: | | | | | | |
| (a) | Qualified | 516.00 | 27.50 | 543.50 | 5.09 | 548.59 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 434.00 | 23.50 | 457.50 | 4.32 | 461.82 |
| | Second six months of experience | 449.50 | 24.00 | 473.50 | 4.46 | 477.96 |
| | Second year | | | | | |
| | First six months of experience | 469.50 | 25.00 | 494.50 | 4.65 | 499.15 |
| | Thereafter, the wage specified in (a), i.e. | 516.00 | 27.50 | 543.50 | 5.09 | 548.59 |
| (c) | If advanced to learner cutter: | | | | | |
| | First six months from date of advancement | 516.00 | 27.50 | 543.50 | 5.09 | 548.59 |
| | Second six months from date of advancement | 605.50 | 32.50 | 638.00 | 5.94 | 643.94 |
| | Third six months from date of advancement | 662.50 | 35.50 | 698.00 | 6.48 | 704.48 |
| | Fourth six months from date of advancement | 726.50 | 39.00 | 765.50 | 7.09 | 772.59 |
| | Thereafter, the wage specified for a qualified cutter, i.e. | 830.00 | 44.50 | 874.50 | 8.07 | 882.57 |
| (d) | If advanced to learner interlining cutter, learner trimmer, | | | | | |
| | First six months from date of advancement | 516.00 | 27.50 | 543.50 | 5.09 | 548.59 |
| | Second six months from date of advancement | 553.50 | 29.50 | 583.00 | 5.44 | 588.44 |
| | Thereafter, the wage specified for a qualified interlining | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| (e) | If advanced to fitter-up: | | | | | |
| | First six months from date of advancement | 516.00 | 27.50 | 543.50 | 5.09 | 548.59 |
| | Second six months from date of advancement | 534.50 | 28.50 | 563.00 | 5.26 | 568.26 |
| | Third six months from date of advancement | 562.50 | 30.00 | 592.50 | 5.52 | 598.02 |
| | Fourth six months from date of advancement | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| | Thereafter, the wage specified for fitter-up, i.e. | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| Clicker: | | | | | | |
| (a) | Qualified | 617.50 | 33.00 | 650.50 | 6.05 | 656.55 |
| (b) | Learner | | | | | |
| | First year | 462.50 | 25.00 | 487.50 | 4.59 | 492.09 |
| | Second year | 527.50 | 28.50 | 556.00 | 5.20 | 561.20 |
| | Thereafter, the wage specified in (a) i.e. | 617.50 | 33.00 | 650.50 | 6.05 | 656.55 |
| Tracer: | | | | | | |
| (a) | Qualified | 579.00 | 31.00 | 610.00 | 5.68 | 615.68 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 462.50 | 25.00 | 487.50 | 4.59 | 492.09 |
| | Second six months of experience | 495.50 | 26.50 | 522.00 | 4.90 | 526.90 |
| | Second year | | | | | |
| | First six months of experience | 524.00 | 28.00 | 552.00 | 5.17 | 557.17 |
| | Thereafter, the wage specified in (a), i.e. | 579.00 | 31.00 | 610.00 | 5.68 | 615.68 |
| Part B - Factory Operatives | | | | | | |

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2007 TO 31 AUGUST 2008

| | | Wage per week as at 31-Aug-06 | Across the Board Increase 5.37% (rounded) | Wage per week from 01-Sep-07 (excl allow) | Plus "2001 Allowance" | Wage per week from 01-Sep-07 |
|-----------------------------------|--|-------------------------------------|--|--|--------------------------|---------------------------------------|
| | | R | R | R | R | R |
| Clothing machine mechanic: | | | | | | |
| (a) | Qualified | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 597.50 | 32.00 | 629.50 | 5.86 | 635.36 |
| | Second six months of experience | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| | Second year | | | | | |
| | First six months of experience | 722.00 | 39.00 | 761.00 | 7.04 | 768.04 |
| | Second six months of experience | 788.50 | 42.50 | 831.00 | 7.67 | 838.67 |
| | Third year | | | | | |
| | First six months of experience | 859.50 | 46.00 | 905.50 | 8.34 | 913.84 |
| | Second six months of experience | 928.00 | 50.00 | 978.00 | 8.99 | 986.99 |
| | Thereafter, the wage specified in (a), i.e. | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| Clothing technician: | | | | | | |
| (a) | Qualified | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 597.50 | 32.00 | 629.50 | 5.86 | 635.36 |
| | Second six months of experience | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| | Second year | | | | | |
| | First six months of experience | 722.00 | 39.00 | 761.00 | 7.04 | 768.04 |
| | Second six months of experience | 788.50 | 42.50 | 831.00 | 7.67 | 838.67 |
| | Third year | | | | | |
| | First six months of experience | 859.50 | 46.00 | 905.50 | 8.34 | 913.84 |
| | Second six months of experience | 928.00 | 50.00 | 978.00 | 8.99 | 986.99 |
| | Thereafter, the wage specified in (a), i.e | 1 066.50 | 57.50 | 1 124.00 | 10.30 | 1 134.30 |
| Grade A employee: | | | | | | |
| (a) | Qualified | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 464.00 | 25.00 | 489.00 | 4.60 | 493.60 |
| | Second six months of experience | 500.00 | 27.00 | 527.00 | 4.94 | 531.94 |
| | Second year | | | | | |
| | First six months of experience | 534.50 | 28.50 | 563.00 | 5.26 | 568.26 |
| | Second six months of experience | 562.50 | 30.00 | 592.50 | 5.52 | 598.02 |
| | Third year | | | | | |
| | First six months of experience | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| | Thereafter, the wage specified in (a), i.e | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| Grade B employee: | | | | | | |
| (a) | Qualified | 563.50 | 30.50 | 594.00 | 5.54 | 599.54 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 457.50 | 24.50 | 482.00 | 4.53 | 486.53 |
| | Second six months of experience | 481.00 | 26.00 | 507.00 | 4.76 | 511.76 |
| | Second year | | | | | |
| | First six months of experience | 505.50 | 27.00 | 532.50 | 4.99 | 537.49 |
| | Thereafter, the wage specified in (a), i.e | 563.50 | 30.50 | 594.00 | 5.54 | 599.54 |
| (c) | If advanced to Grade A employee: | | | | | |
| | First six months from date of advancement | 563.50 | 30.50 | 594.00 | 5.54 | 599.54 |
| | Second six months from date of advancement | 580.50 | 31.00 | 611.50 | 5.70 | 617.20 |
| | Third six months from date of advancement | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| | Thereafter, the wage specified for a qualified Grade A | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2007 TO 31 AUGUST 2008

| | | | Wage per week as at 31-Aug-06 | Across the Board Increase 5.37% (rounded) | Wage per week from 01-Sep-07 (excl allow) | Plus "2001 Allowance" | Wage per week from 01-Sep-07 |
|-------------------|----------------------------------|--|-------------------------------------|--|--|--------------------------|---------------------------------------|
| | | | R | R | R | R | R |
| Grade C employee: | | | | | | | |
| (a) | Qualified | | 500.00 | 27.00 | 527.00 | 4.94 | 531.94 |
| (b) | Learner | | | | | | |
| | First year | | | | | | |
| | | First six months of experience | 448.50 | 24.00 | 472.50 | 4.45 | 476.95 |
| | | Second six months of experience | 461.00 | 25.00 | 486.00 | 4.57 | 490.57 |
| | | Thereafter, the wage specified in (a), i.e | 500.00 | 27.00 | 527.00 | 4.94 | 531.94 |
| (c) | If advanced to Grade B employee: | | | | | | |
| | | First six months from date of advancement | 500.00 | 27.00 | 527.00 | 4.94 | 531.94 |
| | | Second six months from date of advancement | 505.50 | 27.00 | 532.50 | 4.99 | 537.49 |
| | | Thereafter, the wage specified for a qualified Grade B | 563.50 | 30.50 | 594.00 | 5.54 | 599.54 |

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2007 TO 31 AUGUST 2008

| | | Wage per week as at 31-Aug-06 | Across the Board Increase 5.37% (rounded) | Wage per week from 01-Sep-07 (excl allow) | Plus "2001 Allowance" | Wage per week from 01-Sep-07 |
|---|--|-------------------------------------|--|--|--------------------------|---------------------------------------|
| | | R | R | R | R | R |
| Underpresser, blocker: | | | | | | |
| (a) | Qualified | 505.50 | 27.00 | 532.50 | 4.99 | 537.49 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 434.00 | 23.50 | 457.50 | 4.32 | 461.82 |
| | Second six months of experience | 449.50 | 24.00 | 473.50 | 4.46 | 477.96 |
| | Second year | | | | | |
| | First six months of experience | 469.50 | 25.00 | 494.50 | 4.65 | 499.15 |
| | Thereafter, the wage specified in (a), i.e. | 505.50 | 27.00 | 532.50 | 4.99 | 537.49 |
| (c) | If advanced to learner presser: | | | | | |
| | First six months from date of advancement | 505.50 | 27.00 | 532.50 | 4.99 | 537.49 |
| | Second six months from date of advancement | 598.50 | 32.00 | 630.50 | 5.87 | 636.37 |
| | Thereafter, the wage specified for a qualified Grade A | 659.50 | 35.50 | 695.00 | 6.45 | 701.45 |
| Part C - Clerical employees | | | | | | |
| Clerk | | | | | | |
| (a) | Qualified | 726.50 | 39.00 | 765.50 | 7.09 | 772.59 |
| (b) | Learner | | | | | |
| | First year | 535.50 | 29.00 | 564.50 | 5.28 | 569.78 |
| | Second year | 582.50 | 31.50 | 614.00 | 5.72 | 619.72 |
| | Third year | | | | | |
| | First six months of experience | 637.00 | 34.00 | 671.00 | 6.23 | 677.23 |
| | Thereafter, the wage specified in (a), i.e. | 726.50 | 39.00 | 765.50 | 7.09 | 772.59 |
| Factory Clerk | | | | | | |
| (a) | Qualified | 545.50 | 29.50 | 575.00 | 5.37 | 580.37 |
| (b) | Learner | | | | | |
| | First year | 434.00 | 23.50 | 457.50 | 4.32 | 461.82 |
| | Second year | 462.50 | 25.00 | 487.50 | 4.59 | 492.09 |
| | Third year | | | | | |
| | First six months of experience | 500.00 | 27.00 | 527.00 | 4.94 | 531.94 |
| | Thereafter, the wage specified in (a), i.e. | 545.50 | 29.50 | 575.00 | 5.37 | 580.37 |
| Part D - General | | | | | | |
| | Boiler attendant | 517.50 | 28.00 | 545.50 | 5.11 | 550.61 |
| | Despatch packer | 534.50 | 28.50 | 563.00 | 5.26 | 568.26 |
| | General Worker | 500.00 | 27.00 | 527.00 | 4.94 | 531.94 |
| | Labourer | 505.50 | 27.00 | 532.50 | 4.99 | 537.49 |
| Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle - | | | | | | |
| (a) | does not exceed 1 360 kg | 534.50 | 28.50 | 563.00 | 5.26 | 568.26 |
| (b) | exceeds 1 360 but not 2 720 kg | 555.00 | 30.00 | 585.00 | 5.46 | 590.46 |
| (c) | exceeds 2 720 kg | 633.00 | 34.00 | 667.00 | 6.20 | 673.20 |
| | Supervisor, quality controller and instructor | 678.00 | 36.50 | 714.50 | 6.62 | 721.12 |
| | Traveller's driver | 555.00 | 30.00 | 585.00 | 5.46 | 590.46 |
| Watchman or caretaker, whose ordinary hours of work are - | | | | | | |
| (a) | less than 60 hours per week | 577.00 | 31.00 | 608.00 | 5.67 | 613.67 |
| (b) | 60 hours per week | 605.50 | 32.50 | 638.00 | 5.94 | 643.94 |